

ADMINISTRATIVE INTERNAL USE ONLY

9 January 1981

MEMORANDUM FOR THE RECORD

SUBJECT: Overseas Incentives

1. The third meeting of the task force on incentives for serving overseas was conducted [] on 6 January 1981 at 10:00 a.m., in the OPPPM conference room. Other members in attendance were Messrs. []

2. [] opened the meeting by recapping the last meeting and introducing the benefits package prepared [] on allowances and other administrative entitlements for both domestic and overseas assignees. Members discussed this package item-by-item and actions were recommended as follows:

a. Cover Allowance

This is not considered a serious problem everywhere. Members agreed that requests for relief should continue to be reviewed on a case-by-case basis but that the regulation would be reviewed to determine if it is clear and flexible.

b. Home Leave Entitlements

Members discussed the alternative of placing a retirement value on unused home leave (as is the case with unused sick leave). [] will explore the legality of this proposal with the OGC.

c. Foreign Service Transfer Allowance

The regulation on this is flexible, providing, on an accountable basis, up to \$1,602. To date, no requests exceeding this amount have been received by the SSA/DDA. It was decided that more publicity should be provided to employees on the accountable and non-accountable portions of this entitlement, and that a handout might be provided to overseas assignees by Central Processing Branch. [] will prepare a handout on the FSTA.

d. Car Rental Pre-and Post-PCS Travel

It was determined that this subject merits further consideration. [] agreed to introduce this item for review by the Travel Policy Committee.

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e. Liberalized R&R

STAT The Foreign Service Act of 1980 increased R&R benefits by providing for R&R to CONUS from posts with 20% and 25% differentials. The Agency also intends to implement this policy. It was pointed out that in some respects the Agency has a more liberal R&R policy than State (e.g., SE & China). There was also discussion on Agency R&R travel policy requiring the least expensive air travel vice use of economy or other mid-level fares. By relieving this travel restriction, more employees could use their R&R travel allowance to purchase excursion fares to the U.S. [] will prepare a proposal for the Travel Policy Committee to increase the R&R travel allowance.

f. Storage of POV

STAT [] states that non-temporary storage of motor vehicles may be authorized only by the DDA. It was determined that there are certain circumstances which may warrant POV storage and that this regulation should be reviewed and consideration given to including additional flexibility. The Travel Policy Committee has this proposal under consideration.

g. Physical Security Allowance (DOGCOP)

Concurrence was given to an SSA/DDA proposal that there be a physical security allowance of \$200 and authority granted to apply unused airfreight and baggage allowances to offset the cost of shipping a watchdog overseas. This proposal is awaiting OGC review.

h. Provision of Household Furnishings Overseas

STAT [] contains authority for Chiefs of Stations to provide certain household items for use in personal living quarters. Experience shows that current Agency practice/policy is adequate and no changes are required. However, there was discussion that consideration need be given to more uniformity among Directorates and DO components when applying this benefit. That is, where appropriate, what one area Division provides, so should the others.

i. Increased Temporary Lodging Allowance

STAT In the Spring 1979, the Agency converted to the more favorable Federal Travel Regulation TLA for employees returning PCS from overseas. Since this change, there have been no cases of undue hardship brought to the attention of the SSA/DDA. No change in these allowances was recommended. However, members felt that more publicity needs to be provided employees on these allowances. [] will consider updating an old "world-wide" TLA message to the field or preparation of a new message. [] will contact the Family Liaison Center to provide them with updated information and to request that they publicize the availability of these allowances and to provide helpful information on maximizing the use of the allowances. STAT

j. Increased HHE Shipment Allowances

It was determined that the Agency has a favorable HHE shipment allowance. The Travel Policy Committee frequently reviews this allowance, and at a future meeting will consider the question of a difference between the Agency and State allowance at the GS-09 level and whether this is a problem.

k. Quarters Allowance for Domestic Assignments

Members agreed that the cost of housing is the single most important issue facing employees who are asked to serve outside the Metropolitan area at a domestic location. GSA and OMB are now reviewing a benefit package for domestic assignees and some relief is expected to be provided in mid/late 1981.

The OGC has been asked to review whether an Agency housing subsidy or equivalent allowance can be provided employees. In addition,

[REDACTED]

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3. Task force members agreed to pursue the individual actions outlined above and another meeting will be held to report on these items. It was also decided that suggestions for overseas incentives previously submitted for discussion by the task force would be reviewed to ensure that all items were considered. The meeting was adjourned [REDACTED]

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[REDACTED]

cc: Each Task Force Member

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